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**FOR IMMEDIATE RELEASE**

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**SIGMA DATA SYSTEMS RELEASES WEB-ENABLED APPLICANT SERVICES  
FOR ITS SELECTION MANAGEMENT SOFTWARE**

New CPS Human Resource Services' software division delivers powerful  
state-of-the-art Web enhanced features in AMS 5 Enterprise Edition

**Sacramento, CA** – Sigma Data Systems, a division of CPS Human Resource Services, has announced the release of the latest version of its popular Sigma 5 Applicant Management System software known as AMS 5. AMS 5 is available in three Editions: Standard (SE), Professional (PE) and Enterprise (EE). AMS 5 is designed to automate the entire assessment and selection process from requisition to hiring, including posting open jobs, minimum qualification screening, applicant notification at any stage, and scheduling for multiple types of exams all the way to transferring new hires to employment management systems. Chief among the new capabilities in AMS 5 EE are new tools for customers to easily manipulate the content and style of their online employment web site and collect employment application materials over the Web.

Founded in 1989, Sigma has become the vendor of choice for public agencies that use merit and/or civil service employment processes in selecting employees.

Production implementations of the new AMS 5 EE Web tools at the Cities of Orlando and Tucson are well underway. They are the first in a long list of current and future Sigma customers that will be realizing the benefits of these new tools in the near future. The agencies that are doing so will be able to take advantage of the enhanced web features to improve efficiencies, save staff time, and increase responsiveness to applicants.

"We are proud to launch the latest Web enhanced version of Sigma, another step in our continuing commitment to create the very best HR systems," said Mike Willihnganz, Senior Manager for CPS Human Resource Services.

"Our clients will be excited about the new features and the typical Sigma quality that is built into them. Their job applicants will be able to search for job opportunities, create online employment profiles and submit work history, education data, applications, résumés, and interest cards for job classifications all through their Web browser," said Jack Feldhaus, founder of Sigma Data Systems and now Director of

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Product Research and Development for CPS Human Resource Services, Sigma Data Systems Division.

The Sigma product development team has been working with public sector human resources departments nationwide for over twenty-five years to develop and design superior automation products. Sigma's philosophy has always been and will continue to be to make the wisest possible use of technology to deliver innovation and quality tools to help the public sector improve its recruitment, selection, and assessment processes.

All three AMS 5 Editions and TMS 5 are part of the new release and each product includes a host of new enhancements. The following are a few examples of the expanded features and benefits provided in this latest release of the AMS 5 Enterprise Edition:

- Post job announcements to the Web based on site-definable templates and the agency's job classification data for selected recruitments. Announcements will automatically appear and be available for submission of applications based on filing period open and close dates and other parameters set by the user.
- Collect applicant data submitted via Web browser. The data is loaded into the AMS 5 database in real time and separated into personal profile (demographics), work history and education information and additional application and supplemental data. The user will be able to create or reuse specialized supplemental questionnaires for each recruitment effort.
- Post job classification details to the web for public research so that applicants can review jobs that they might be interested in for future openings.
- Allow applicants to create interest cards for job classifications that are not currently open.
- Allow applicants to access their profiles, applications and interest cards and update demographics and other information as permitted.
- Allow applicants to indicate a preference for receiving traditional mail, e-mail, or both types of notifications during the various stages of a recruitment process. If desired, the customer can implement multiple language versions of its letters and allow candidates to specify their preferred language for communication.
- Collect résumé text and store it with the profile or with individual applications. Résumés may also be collected by typing or pasting text directly into the AMS 5 database.

Sigma's Test Management System 5 (TMS 5) is a powerful software tool that allows users to easily develop an organized bank of test questions, quickly assemble candidate assessments from the question bank, create reiterative drafts of any exam for hiring manager review, and generate and publish

- more -

the final version of the test. The software also stores historical performance of items administered in exams to facilitate ongoing improvement of exams using industry-standard reliability, difficulty and adverse impact measures, and allows the user to perform 'what-if' analysis for exams under development based on cumulative performance history.

Sigma Data Systems is a division of CPS Human Resource Services. Sigma software is used in more than 200 public sector agencies including cities, counties, school districts and large state agencies across the United States.

#### **About CPS Human Resource Services**

As a self-supporting government agency, CPS helps improve human resources in the public and non-profit sectors. CPS provides a full range of HR products and services including exam services, consulting, executive search, Applicant tracking Software and HR outsourcing services to more than 2,000 local, state, and federal government agencies, public utilities, nonprofit associations and institutions of higher education throughout North America.

CPS Human Resource Services has more than 20 offices across the country. CPS is governed by a 10 member public agency board of directors: City of Anaheim; California State Personnel Board; East Bay Municipal Utilities District; Hayward Unified School District; City of Las Vegas; The City University of New York; Sacramento County; City/County of San Francisco; Sonoma County; and the Office of Employment Relations, State of Wisconsin.

CPS Human Resource Services is the 2004 winner of the **Sacramento Workplace Excellence Leader Award**.

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